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# Corporate Profiles —The Introduction

# special libraries

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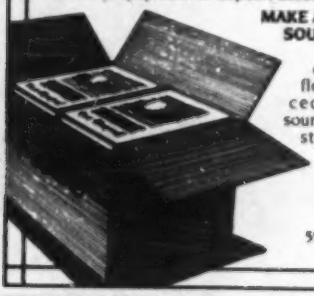

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# 1989 Salary Survey Update

*Tobi A. Brimsek*
*Director, Research and Information Resources*

TO assist special librarians in salary negotiations, the Special Libraries Association conducts an in-depth salary survey every three years. Beginning in 1990, the triennial salary survey will become a biennial or every two years salary survey. During intervening years, a random sample of 25 percent of the membership is polled to collect current salary information. Survey results provide an overview of special librarians' salaries and a measure of annual salary increases since the last survey.

Data presented in the 1989 report update the overall national and regional data reported in the *1989 Triennial Salary Survey* (data were collected in 1988). While not as comprehensive as the full-scale survey conducted in 1988, the 1989 update is an indicator of general salary tends.

During April-May 1988, a 25 percent random sample of SLA members and associate members received the salary survey questionnaire.

| | |
|---|---|
| Questionnaires mailed | 2689 |
| Questionnaires returned | 1608(60%) |
| Invalid for computation | 148 |
| | 1460(54%) |

Table one reports changes in mean and median salaries from April 1, 1988 to April 1, 1989 within nine U.S. census divisions, the overall United States, and Canada. Changes are depicted in dollar amounts and percentage of increase or (decrease).

For the overall United States, the 1989 survey data shows a 6.1 percent increase in the mean salary from $34,110 in 1988 to $36,212 in 1989. During the same period, the median U.S. salary increased 6.2 percent from $32,00 in 1988 to $34,000 in 1989.

For Canada, the 1989 survey data depict a 7.2 percent increase in the mean salary from $37,079 in 1988 to $39,760 in 1989. In the same period, the median increased 8.6 percent from $35,900 in 1988 to $39,000 in 1989.

With the exception of the East South Central census division, median salaries increased in all U.S. census divisions from April 1, 1988 to April 1, 1989. Increases ranged from 16.6 percent to 4.2 percent. The East South Central area experienced a decrease of 8.2 percent during this same time frame.

Table two lists the salary distribution in rank order of 1989 median salaries for the census divisions and the overall United States and Canada. In comparing rankings with the 1988 data, there are moderate shifts. The top ranking Middle Atlantic and Pacific regions had identical medians in 1988; in 1989 the Middle Atlantic region is ranked first, the Pacific second. New England still directly follows the Middle Atlantic and Pacific regions and is ranked third in 1989 along with the West South Central region. The West South Central region moved from position five in 1988 to share position three in 1989. South Atlantic dropped from third to fourth in 1989.

East North Central dropped from position four in 1988, to five in 1989. West South Central, ranked fifth in 1988, moved to share third position in 1989. East South Central, ranked sixth in 1988, dropped two positions to eighth in 1989. The Mountain region moved from seventh in 1988 to sixth in 1989. The West North Central, eighth in 1988, ranked seventh in 1989.

Table three lists U.S. salary distribution by four job titles: manager; assistant/section head; librarian/ information specialist, and support staff. Canadian distribution by these job titles is depicted in table four.

In the United States, manager salaries

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ranged from the lowest tenth percentile of $27,710, to the average highest tenth percentile of $72,536, with a mean of $43,686. Assistant/section heads earned in the percentile ranges $21,635 to $53,640, with a mean of $35,319. Individuals holding the title librarian/information specialist reported salaries ranging from $19,059 as the average lowest tenth percentile to $46,826 as the average highest tenth percentile, with a mean of $31,102. Comparison of 1989 salary survey data with 1988 data, indicates an increase of 5.2 percent in the median managerial salary. The mean managerial salary also increased by 8 percent from $40,429 in 1988 to $43,689 in 1989.

In comparing 1988 data with 1989 data for the assistant/section head, a 4.9 percent increase in the median salary of $33,000 to $34,628 is revealed. The mean salary for this job also increased by 4.4 percent from $33,819 to $35,319. Increases from 1988 to 1989 are reported in the librarian/information specialist level as well, with a 3.4 percent increase in the median from $29,000 to $30,000 and a 4.5 percent increase in the mean from $29,751 to $31,102. The median salary of support staff increased slightly (less than one percent) from $20,121 to $20,280, while the mean salary of support staff decreased by two percent from 1988 to 1989 from $23,359 to $22,880.

In Canada, managerial level salaries ranged from the lowest tenth percentile of $32,125 (Canadian dollars) to the average highest percentile of $63,838, with a mean of $44,894. Assistant/section heads earned in the percentile ranges of $30,000 to $54,917 with a mean of $41,732. Individuals holding the title librarian/information specialist reported salaries ranging from $27,030 as the average lowest tenth percentile, to $44,142 as the average highest tenth percentile, with a mean of $34,886.

A comparison of 1989 salary survey data with 1988 data indicates an increase of 9.5 percent in the median managerial salary. The mean managerial salary also increased by 5.8 percent from $42,421 in 1988, to $44,894 in 1989. In comparing 1988 data with 1989 data for the assistant/section head a 5.6 percent increase is revealed. The mean salary for this job also increased by 6.1 percent from $39,307 to $41,732. Increases are reported in the librarian/information specialist position as well, with a 6 percent increase in the median from $33,000 in 1988 to $35,000 in 1989 and a 4.9 percent increase in the mean from $33,235 to $34,886.

As is customary, the 1989 salary survey update collected data on unemployment for the year. The period covered was April 1, 1988 to March 31, 1989. Of the valid responses to this question, 124 participants (8.8 percent) reported a portion of unemployment during this period. Average length of unemployment was four months.

**Table 1**
**1989 Mean and Median Salaries by Census Division in Rank Order of Percentage of Change in Median from 1988 to 1989 Including National Overall Figures**

| | Median | | | Mean | | |
|---|---|---|---|---|---|---|
| | 1988 | % of increase (decrease) | 1989 | 1988 | % of increase (decrease) | 1989 |
| West South Central | $30,000 | 16.6 | $35,000 | $32,485 | 10.5 | $35,920 |
| Mountain | 28,000 | 12.1 | 31,400 | 29,282 | 6.1 | 31,088 |
| New England | 32,000 | 9.3 | 35,000 | 34,001 | 18.3 | 40,226 |
| Middle Atlantic | 34,000 | 6.9 | 36,348 | 36,635 | 6.1 | 38,891 |
| East North Central | 31,030 | 4.7 | 32,500 | 33,120 | 2.3 | 33,908 |
| South Atlantic | 31,500 | 4.7 | 33,000 | 33,627 | 6.7 | 35,881 |
| Pacific | 34,000 | 4.5 | 35,556 | 35,651 | 3.9 | 37,071 |
| West North Central | 27,814 | 4.2 | 28,987 | 30,126 | 6.3 | 32,040 |
| East South Central | 28,600 | (8.2) | 26,412 | 30,586 | (7.6) | 28,405 |
| Canada* | 35,900 | 8.6 | 39,000 | 37,079 | 7.2 | 39,760 |
| Overall United States | 32,000 | 6.2 | 34,000 | 34,110 | 6.1 | 36,212 |

* Salaries reported in Canadian dollars. The exchange rate on April 1, 1988 was approximately Canadian $1.23 = U.S. $1.00. On April 1, 1989 the exchange rate was approximately Canadian $1.19 = U.S. $1.00.

**Table 2**
**Geographic Salary Distribution in Rank Order of 1989 Median**

| Census Division | Average lowest 10% | 25th Percentile | Median | 75th Percentile | Average Highest Percentile | Mean | No. of Respondents |
|---|---|---|---|---|---|---|---|
| Canada* | $27,431 | $33,400 | $39,000 | $44,000 | $58,117 | $39,760 | 127 |
| Middle Atlantic | 23,711 | 29,000 | 36,348 | 45,000 | 67,859 | 38,891 | 287 |
| Pacific | 22,296 | 30,027 | 35,556 | 43,000 | 57,103 | 37,071 | 247 |
| New England | 26,159 | 28,105 | 35,000 | 42,700 | 94,836 | 40,226 | 110 |
| West South Central | 21,609 | 28,080 | 35,000 | 40,000 | 62,011 | 35,920 | 71 |
| South Atlantic | 20,591 | 27,828 | 33,000 | 42,000 | 62,508 | 35,881 | 243 |
| East North Central | 20,054 | 26,750 | 32,500 | 38,220 | 56,538 | 33,908 | 221 |
| Mountain | 18,276 | 23,774 | 31,400 | 36,481 | 48,673 | 31,088 | 53 |
| West North Central | 17,755 | 24,640 | 28,987 | 39,528 | 54,571 | 32,040 | 68 |
| East South Central | 17,943 | 23,000 | 26,412 | 32,700 | 47,643 | 28,405 | 33 |
| Overall United States | 21,383 | 28,000 | 34,000 | 41,532 | 63,836 | 36,212 | 1333 |

* See Footnote to Table 1

**Table 3**
**1989 Salary Distribution By Job Title - United States**

| Job Title | Average lowest 10% | 25th Percentile | Median | 75th Percentile | Verage Highest 10% | Median | No. of Respondents |
|---|---|---|---|---|---|---|---|
| Manager | $27,710 | $33,500 | $40,000 | $50,000 | $72,536 | $43,686 | 483 |
| Assistant/Section Head | 21,635 | 27,828 | 34,628 | 41,000 | 53,640 | 35,319 | 166 |
| Librarian/ Information Specialist | 19,059 | 25,500 | 30,000 | 36,000 | 46,826 | 31,102 | 652 |
| Support Staff | 13,620 | 19,409 | 20,280 | 23,000 | 41,704 | 22,880 | 15 |

**Table 4**
**1989 Salary Distribution By Job Title - Canada***

| Job Title | Average lowest 10% | 25th Percentile | Median | 75th Percentile | Verage Highest 10% | Median | No. of Respondents |
|---|---|---|---|---|---|---|---|
| Manager | $32,125 | $38,500 | $43,800 | $49,000 | $63,838 | $44,894 | 57 |
| Assistant/Section Head | 30,000 | 34,300 | 40,140 | 45,000 | 54,917 | 41,732 | 11 |
| Librarian/ Information Specialist | 27,030 | 31,300 | 35,000 | 38,600 | 44,142 | 34,886 | 55 |

* See Footnote to Table 1